



Training Proposal for:
St. Joseph Health System - Humboldt County
Non-Profit Nursing Skills Training Program

Agreement Number: ET10-0516

Panel Meeting of: January 29, 2010

ETP Regional Office: **San Francisco Bay Area**

Analyst: T. Teles

PROJECT PROFILE

Contract Type:	Retrainee	Industry Sector(s):	Healthcare
Counties Served:	Humboldt	HUA:	No
		Rural:	Yes (Eureka)

FUNDING DETAIL

All funding will be under the American Recovery and Reinvestment Act (ARRA) and the Workforce Investment Act (WIA).

Program Costs	Total ETP Funding	In-Kind Contribution
\$499,320	\$499,320	\$1,182,800

TRAINING PLAN TABLE

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Medical Skills Training	MST Didactic; MST Clinical with Preceptor; Continuous Improvement; Computer Skills	365	24 – 300	0	\$1,368	\$26.00
				Weighted Avg: 76			

Benchmark Wage: \$23.64 per hour.

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No

Wage Range by Occupation	
Occupation Title	Wage Range
Registered Nurse (RN)	

INTRODUCTION

In this proposal, St. Joseph Health System – Humboldt County (SJHS), a non-profit California corporation, seeks \$499,320 for nurse retraining.

SJHS of Humboldt County is a member of St. Joseph Healthcare - an integrated healthcare system with 14 hospitals located in California, West Texas, and East New Mexico.

SJHS is a full-service community health care provider with two locations: 1) St. Joseph Hospital is a 174 licensed-bed hospital located in Eureka; and 2) Redwood Memorial Hospital is a 25 licensed-bed critical care facility specializing in patient-centered holistic care located in Fortuna. Together, these hospitals employ 390 Registered Nurses and propose to train 300 incumbent RNs and 65 new graduate nurses. Training will take place at both locations.

St. Joseph Hospital of Eureka opened in its present location in 1954, after the great flu epidemic of 1918 caused thousands of deaths. To meet the needs of the current population, SJHS began construction of a new northeast tower at this Eureka facility. The expansion will double the size of the emergency department, grow the critical care and operating room capacity, and increase the bed count from 174 to 254 total beds.

SJHS has experienced difficulty attracting and retaining skilled nursing professionals. To address the shortage, SJHS is implementing a new nurse residency program called Versant which was developed at Children's Hospital in Los Angeles in 1999 to provide quality training for new graduate nurses. After seeing the RN residency's profound effect on lowering turnover rates and increasing clinical performance, Children's Hospital formed a non-profit public benefit corporation to bring the training to other hospitals.

Versant increases the number of hours of Medical Skills training a new nurse receives. Each new graduate nurse will go through a minimum of 288 hours of classes and close to 400 hours of training led by clinical preceptors. ETP funding will cover a maximum of 300 hours of Versant training, primarily clinical preceptor.

Incumbent RNs need advanced and specialty nursing skills to meet patient care demands. The role of the medical/surgical nurse is changing at SJHS and continues to evolve due to rising healthcare costs and managed care. This has turned the medical/surgical nurse into a patient care manager, requiring new skill sets.

All training provided under this project is included in the Non-Profit Nurse Skills Training Program training curricula as shown in Exhibit B: Menu Curriculum.

DEVELOPMENT SERVICES

SJHS retained National Training Systems, Inc. (NTS) in Laguna Niguel to assist with development of its proposal for a flat fee of \$18,939.

ADMINISTRATIVE SERVICES

SJHS also retained NTS to perform administrative services in connection with this proposal for an amount not to exceed 10% of payment earned.

TRAINING VENDORS

To Be Determined